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CITY OF HACKENSACK
AND
PATROLMEN'S BENEVOLENT ASSOCIATION
LOCAL NO. 9

1976, 1977, 1978

Bergen County

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1975

RUTGERS UNIVERSITY

This Agreement entered into this 17th day of June, 1976, by and between the City of Hackensack, New Jersey, hereinafter referred to as the "City" and Patrolmen's Benevolent Association, Local No. 9, hereinafter referred to as the "P.B.A.".

ARTICLE I

GENERAL/PUBLIC EMPLOYEES

1.1 GENERAL:

In order to increase general efficiency in the Police Department, to maintain the existing harmonious relationship between the Police Department and its employees and to promote the morale, rights, well being and sincerity of the Police Department, the City and the P.B.A. hereby agree as follows:

1.2 PUBLIC EMPLOYEES:

The Police Department and the individual members of the P.B.A. are to regard themselves as public employees and are to be covered by the highest ideals of honor and integrity in all their public and personal conduct in order that they may merit the respect and confidence of the general public.

ARTICLE II

SALARIES

The City of Hackensack hereby recognized Patrolmen's Benevolent Association, Local No. 9, as a sole and exclusive representative of all policemen and police officers, excluding the Chief and the Deputy Chief in accordance with the provisions of Public Laws, Chapter 303, 1968.

A. The salaries for patrolmen shall be as follows for 1976:

Step 1	\$8,800
Step 2	10,800
Step 3	12,800
Step 4	14,900

B. The salaries for superior officers shall be as follows for 1976:

Sergeant	\$16,475
Lieutenant	17,740
Police Captain	19,300

C. The salaries for patrolmen shall be as follows for 1977:

Step 1	\$ 9,100
Step 2	11,300
Step 3	13,500
Step 4	15,800

ARTICLE II-SALRIES (continued):

D. The salaries for superior officers shall be as follows for 1977:

Sergeant	\$17,375
Lieutenant	18,640
Police Captain	20,200

E. The salaries for patrolmen shall be as follows for 1978:

Step 1	\$ 9,400
Step 2	11,800
Step 3	14,200
Step 4	16,700

F. The salaries for superior officers shall be as follows for 1978:

Sergeant	\$18,275
Lieutenant	19,540
Police Captain	21,100

ARTICLE III

HOLIDAYS

The City agrees to pay each member for eleven (11) holidays. Payment for such days shall be at straight time and shall be paid in a lump sum in December.

ARTICLE IV
CLOTHING ALLOWANCE

A. The City hereby agrees that it shall pay \$250 per year to officers for a clothing allowance, which allowance shall be payable in December. If an officer has not been in the employ of the City since January 1, 1976, he shall be entitled to a pro rata payment of the \$250.

B. Effective January 1, 1977, the City hereby agrees that it shall pay \$275 per year to officers for a clothing allowance, which allowance shall be payable in December. If an officer has not been in the employ of the City since January 1, 1977, he shall be entitled to a pro rata payment of the \$275.

ARTICLE V

SICK LEAVE

The City hereby agrees to provide fifteen (15) days of paid sick leave per full year of employment, such sick leave shall be accumulative in accordance with Civil Services Law.

In the case of officers not employed for the full year, such officers shall accumulate sick leave at the rate of one (1) day per month of employment.

ARTICLE VI
RETIREMENT LEAVE

A. The City hereby agrees that upon retirement a police officer shall be paid seventy five percent (75%) of the accumulated unused sick leave for such qualified retirees without limit. Such retiree must have been in the employ of the City for at least twenty-five (25) years, except in the case of disability retirement.

B. Effective January 1, 1977, the foregoing provision shall be increased to a rate of ninety percent (90%).

C. Effective January 1, 1978, the provision of paragraph A shall be increased to a rate of one hundred percent (100%).

D. In the event a qualified employee dies prior to retirement, without respect to years of service, the employee's estate shall receive the retirement leave payment.

ARTICLE VII
VACATION LEAVE

The City hereby agrees to provide a paid vacation in accordance with the following schedule: employment of one year but not more than nine years - 18 calendar days; employment of ten years but not more than nineteen years - 24 calendar days; employment of twenty and more years - one month and 2 days.

ARTICLE VIII
MATRIMONIAL LEAVE

The City hereby agrees to grant up to four (4) calendar days leave with full pay when a member of the Department marries.

ARTICLE IX
LONGEVITY PAY

The City hereby agrees to continue in full force and effect the existing longevity program which provides for one percent (1%) for every two (2) years without a maximum limitation.

The calculations and determination of the longevity pay shall be in accordance with the following system:

In addition to the salary ranges indicated, each employee will receive longevity pay of one percent (1%) for each two (2) years of service, computed on the amount of the base salary of the employee at the time he becomes eligible for such longevity payment. In order to qualify for such longevity pay, the employee must have earned each two (2) years service credit on or before January 4, March 31, June 30, or September 30, in order to receive the added one percent (1%) longevity pay for the ensuing quarters. Whenever an employee receives an increase in salary during the year as the result of a change in base salary for promotion, increment and a new position, the employee will receive longevity increase on the new base salary at the same percentage as heretofore received on the prior base salary. Additional compensation of any nature, including overtime, will not be considered in computing longevity payments. Longevity payments will be computed

ARTICLE IX - LONGEVITY PAY (continued)

from the time the employee was first employed on a full-time basis by the City. Leaves of absence without pay, with the exception of employees on official leave of absence due to military duty, will not be considered in determining the length of service.

ARTICLE X

OVERTIME AND COMPENSATORY TIME

A. With the exception of the specialized departments (Detective Bureau, Narcotics Bureau, Youth Division and BCI) overtime shall be paid at the rate of time and one-half for the hours worked in excess of forty (40) hours per week.

It is expressly understood that the Chief shall maintain a minimum of 100 hours to be kept on the books of the City for administrative control in the event that the City of Hackensack intended to pay off accumulated overtime. All accumulated overtime shall be paid at the rate in effect at the time that such overtime is paid.

B. With respect to the excluded divisions above - Detective Bureau, Narcotics Bureau, Youth Division and BCI - it is expressly understood by the parties that officers in the foregoing divisions shall not receive time and one-half in accordance with the provisions of the foregoing paragraph, however, the overtime compensation program or stipend (if any) shall be established in the sole and absolute discretion of the City Manager.

ARTICLE XI

HEALTH BENEFIT INSURANCE PROGRAM

A. All Association members covered by this Agreement and eligible members of their families shall be entitled to the following coverage:

- (1) Hospitalization, Major Medical and Rider "J" or its equivalent.
- (2) Hospitalization coverage for all Association retirees, as defined by the Police and Firemen's Retirement System, to commence at age fifty seven (57) until such time as he becomes eligible for Medicare.

At age sixty five (65), coverage to be for employee's (not spouse) Medicare only.

Each retiree shall be responsible to notify the City when he becomes fifty seven (57) and again when he becomes age sixty five (65) for inclusion in the subject insurance coverage.

B. Effective January 1, 1977, the age limit of paragraph A (2) of the foregoing shall be reduced to age fifty six (56).

C. Effective January 1, 1978, the age limit of paragraph A (2) of the foregoing shall be reduced to age fifty five (55).

ARTICLE XII

FUNERAL LEAVE

The City hereby agrees to provide four (4) calendar days off at full pay for death in the immediate family. Immediate family is hereby defined to include only the following: spouse, child, mother, father, brother, sister, grandparents, grandchildren and all direct and related in-laws.

ARTICLE XIII
EDUCATIONAL PAYMENT

The City hereby agrees that there shall be added to and made a part of the remuneration to each member of the Uniform Police Department, the sum of Ten Dollars (\$10.00) per annum for each college credit successfully completed towards an Associate Degree in Police Science at a recognized institution of higher learning. Other police courses successfully completed and recommended by the Chief of Police and approved by the City Manager will be granted if the course is at least forty (40) hours of instruction. Any courses less than forty (40) hours in instruction will not be approved. Remuneration will be paid on a bi-weekly basis computed on the number of credits successfully completed as of December 31st of the preceding year. Such additional remuneration shall be paid notwithstanding the maximum salary heretofore provided and upon presentation to the Police Chief of a proper certification of successful course completion.

ARTICLE XV

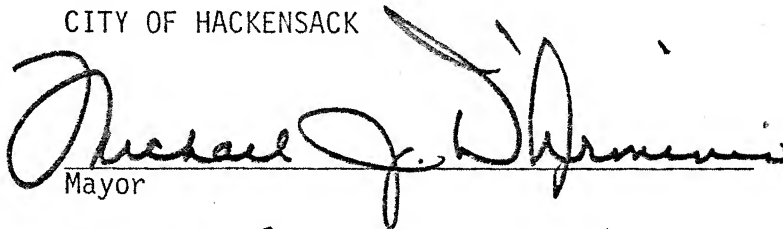
DURATION

This Agreement shall be effective from January 1, 1976, through December 31, 1978. This Agreement contains the full and entire understanding of the parties and its full and final settlement of all wages and other terms and conditions of employment. This Agreement shall automatically renew from year to year until it is expressly terminated by written notice by one party served sixty (60) days upon the other party by Registered or Certified mail prior to the expiration date or any extended expiration dates.

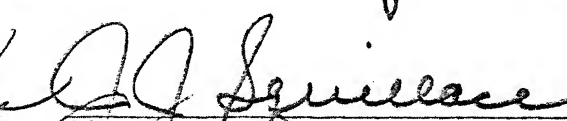
IN WITNESS WHEREOF, the parties hereto have caused to be signed by their respective presidents and secretaries, all on the day and year written.

CITY OF HACKENSACK

ATTEST:


Mayor

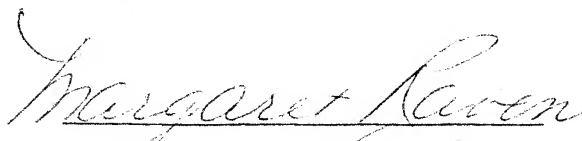

City Clerk


City Manager

HACKENSACK PATROLMEN'S BENEVOLENT
ASSOCIATION, LOCAL NO. 9

WITNESS:


President, P. B. A. Local #9


State Delegate

Dated: 6/17/76